

Curriculum Vitae Of Dr. S. Khusro Iqbal, PhD



Personal Information

Name <input type="checkbox"/> Mr. <input type="checkbox"/> Ms. <input type="checkbox"/> Mrs.	:	Dr. Saiyid. Khusro	Family Name	:	Iqbal
Father's Name	:	Mr. Saiyid Iqbal Hasan	Domicile	:	Sindh (U)
Date of Birth	:	23/11/1967	Citizenship	:	Pakistani
CNIC No.	:	42201-0639443-7	Interview Center	:	Karachi (Preferable) or as required by Employer
Marital Status	:	Married	Gender	:	Male
Nationality	:	Pakistani	Religion	:	Islam
Dual Nationality	:	None	SKYPE ID	:	KHUSRO.IQBAL1
Contact Address	:	Bungalow # B-17/2, Block # 3 - A, Gulistan-e-Johar, Karachi			
Contact / Cell No(s).	:	+92-301-825 3706 / 0300-212 5062			
Email(s)	:	Mr.Khusro@hotmail.com / Dr.Khusro@hotmail.com			

Academic / Professional Qualification & Certification

Sr.	Certification / Degree	Institution / University	Passing Year	specialty
1	Ph.D	Karachi University	2014	Gender Issues [Human Resources & Law]
2	M.Phil (LL.M)	Karachi University	2004	Human Resources, Admin & Law
3	LL.B	Karachi University	1995	Corporate & Employment Law, Industrial Relation
4	BS	Karachi University	1991	Surgery, Medicine, Psychiatry

Trainings:

Training / Year / Institution

1. ERP (SAP) certification / 2016 / SIEMENS
2. Lean Management (Toyota Production System) Certification / 2017 / Robust Pro Canada
3. Mediation & Counseling / 2011 / KCDR - Pakistan
4. Lead Auditor (ISO / QMS) / 2010 / JLB - Australia
5. Internal Auditor (ISO / QMS) / 2010 / IDEAS - Pakistan
6. Private Pilot License / 2002 / C.A.A - Pakistan
7. Information Technology Certificate / 2000 / OTS – Australia
8. Security Operations & Management Certificate / 1998 / SECTA – Australia

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Competencies Achieved

11. **Expertise & Knowledge:** Corporate restructuring; Organizational development; Trainings; Job analysis & Evaluation; Recruitment & Selection; Salary survey; Compensation designing; Policy making; Strategy formulation; Public sector regulation; Public Private Partnerships, Business development, Investments and Expansions, P&L and Operations.
12. **Judgement & Decision Making:** Individual & Organizational development plans & performance reviews, Decisive yet inclusive, Strategic yet tactical, Tough yet emotionally sensitive; Calculated risks taking
13. **Integrity & Collaborative Leadership:** Leading Organization & Delivery of new strategic vision
14. **Resolute Management & Team work:** Achieving excellence in the Organization undertakes by building effective team & SMART objectives with KPIs; perform effectively in complex and difficult situations
15. **Thinking outside the Box:** Forward thinking, Identifying, articulating and developing the strengths of the Organization to ensure it remains distinctive and attractive
16. **Building relationships:** Raising the profile of the Organization at all levels with government, business, employees and partners inside country and globally.

Work Experience In Pakistan *(most recent on the top)*

Position held/Designation	Head - Human Resources & Operations
Organization Served	General Tyre & Rubber Company (Pakistan)
Total Period Served on the position mentioned above	Dates: From 04/2010 To Date
Job Description	<ol style="list-style-type: none"> 1. Working on ERP (SAP) environment 2. Board Meetings, Minutes recording and Compliances 3. Workforce planning 4. Recruitment (attraction and selection) & Selection 5. Training & Organizational Development 6. Communicating with Supervisors, Peers and Subordinates 7. Resolving Conflicts and Negotiating with Others 8. Establishing and Maintaining Interpersonal Relationships 9. Making Decisions and Solving Problems 10. Evaluating Information to Determine Compliance with Standards (Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations and standards) 11. Judging the Qualities of Things, Services and People (Assessing the value, importance, quality of things and people) 12. Getting Information (Through observing, receiving and otherwise obtaining information from all relevant sources) 13. Developing and Building Teams 14. Staffing Organizational Units (Recruiting,

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	<p>interviewing, selecting, hiring, and promoting employees inside organization)</p> <p>15. Union negotiation</p> <p>16. Purchasing</p> <p>17. Government liaison</p> <p>18. Branding and identity</p> <p>19. Mergers and acquisition</p> <p>20. Salary arbitration</p> <p>21. Job analysis, evaluations & Human Resource Planning</p> <p>22. OD Planning, Employee Relation, Compo & Benefits</p> <p>23. Disciplinary Practices & HR Documentation</p> <p>24. Group Presentations and Analytical Management</p> <p>25. Performance Management</p>
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Position held/Designation	Head - Human Resources & ERP Implementation
Organization Served	Abdulla Bin Zayed Group LLC (Dubai / UAE)
Total Period Served on the position mentioned above	Dates: From 01/10/2019 To 31/12/2019
Job Description	<p>It was three (03) months project designed for Organizational Restructuring and Business Process Re-engineering of Abdulla Bin Zayed Investment Group, which after successful completion got expired on 31.12.2019; consequently I joined back my employment with General Tyre & Rubber Company in Pakistan from 01.01.2020. Consequently, I joined back my employment with General Tyre & Rubber Company in Pakistan from 01.01.2020</p> <p>1. Implementation of ERP system & environment</p> <p>2. Board Meetings, Minutes recording and Compliances</p> <p>3. Workforce planning</p> <p>4. Recruitment & Selection</p> <p>5. Training & Organizational Development</p> <p>6. Communicating with Supervisors, Peers and Subordinates</p> <p>7. Resolving Conflicts and Negotiating</p> <p>8. Making Decisions and Solving Problems</p> <p>9. Recruiting, interviewing, selecting, hiring</p> <p>10. Job analysis, evaluations & Human Resource Planning</p> <p>11. Disciplinary Practices & HR Documentation</p> <p>12. Group Presentations and Analytical Management</p> <p>13. Performance Management</p>

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Position held/Designation	Consultant - Legal; HR and Operations
Organization Served	Baqai Foundation International Canada (Pakistan Office)
Total Period Served on the position mentioned above	Dates: <u>From</u> September 2009 <u>To</u> March 2010
Job Description	<ol style="list-style-type: none"> 1. Working on ERP (SAP) environment 2. Board Meetings, Minutes recording and Compliance 3. Legal Vetting and Drafting 4. Employment Contract and Manpower planning 5. Performance Management 6. Job analysis, evaluations & Human Resource Planning 7. Career Development & Employee Motivation 8. OD Planning, Employee Relation, Compo & Benefits 9. Disciplinary Practices & HR Documentation 10. Communication, Employee legislation, OH&S 11. Group Presentations and Analytical Management 12. Planning of Conferences, Symposia & Tours

Position held/Designation	Head - Human Resources, Operations & Capacity Building
Organization Served	Afro Euro Synergy (East Africa)
Total Period Served on the position mentioned above	Dates: <u>From</u> May 2007 <u>To</u> July 2009
Job Description	<ol style="list-style-type: none"> 1. Board Meetings, Minutes recording and Compliances 2. Working on ERP (SAP) environment 3. Workforce planning 4. Recruitment (attraction and selection) 5. Induction, Orientation and Onboarding 6. Skills management 7. Training and development 8. Personnel administration 9. Compensation in wage or salary 10. Time management 11. Travel management 12. Payroll 13. Employee benefits administration 14. Personnel cost planning 15. Performance Management 16. Labor relations 17. Corporate law

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Position held/Designation	Manager - Human Resources & Administration
Organization Served	Domtex Industries Inc (Pakistan)
Total Period Served on the position mentioned above	Dates: <u>From</u> December 2004 <u>To</u> May 2007
Job Description	<ol style="list-style-type: none"> 1. Recruitment (attraction and selection) 2. Training and Development 3. Job analysis, evaluations & Human Resource Planning 4. OD Planning, Employee Relation, Compo & Benefits 5. Disciplinary Practices & HR Documentation 6. Group Presentations and Analytical Management 7. Performance Management

Position held/Designation	Crew (Training & Customer Services)
Organization Served	Pakistan Airlines
Total Period Served on the position mentioned above	Dates: <u>From</u> <u>To</u> December 2004
Job Description	<ol style="list-style-type: none"> 1) Customer service and Public Relation 2) Implementation of Customer Loyalty & Retention Program 3) Supervision, training, allocation and counseling

Position held/Designation	Corporate Advisor (Training & Human Resources)
Organization Served	Recruitment Services of Australia (Australia)
Total Period Served on the position mentioned above	Dates: <u>From</u> December 1998 <u>To</u> June 2001
Job Description	<ol style="list-style-type: none"> 1. Recruitment & Selection 2. Training & Organizational Development 3. Union negotiation 4. Purchasing 5. Government liaison 6. Branding and identity

International Work Experience *(most recent on the top)*

Position held/Designation	Head - Human Resources & ERP Implementation
Organization Served	Abdulla Bin Zayed Group LLC (Dubai / UAE)
Total Period Served on the position mentioned above	Dates: From 01/10/2019 To 31/12/2019
Job Description	It was three (03) months project designed for Organizational Restructuring and Business Process Re-engineering of Abdulla Bin Zayed Investment

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Position held/Designation	Head - Human Resources, Operations & Capacity Building
Organization Served	Afro Euro Synergy (East Africa)
Total Period Served on the position mentioned above	Dates: <u>From</u> May 2007 <u>To</u> July 2009
Job Description	<ol style="list-style-type: none"> 1. Board Meetings, Minutes recording and Compliances 2. Working on ERP (SAP) environment 3. Workforce planning 4. Recruitment (attraction and selection) 5. Induction, Orientation and Onboarding 6. Skills management 7. Training and development 8. Personnel administration 9. Compensation in wage or salary 10. Time management 11. Travel management 12. Payroll 13. Employee benefits administration 14. Personnel cost planning 15. Performance Management 16. Labor relations 17. Corporate law

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Position held/Designation	Corporate Advisor (Training & Human Resources)
Organization Served	Recruitment Services of Australia (Australia)
Total Period Served on the position mentioned above	Dates: From December 1998 To June 2001
Job Description	7. Recruitment & Selection 8. Training & Organizational Development 9. Union negotiation 10. Purchasing 11. Government liaison 12. Branding and identity

Demonstrated Leadership Experience: Please mention here your experience as the team leader (as head of a team/institution) or team member to work in independent role.

Position held/Designation	All positions and organizations which I worked for, since start of my career to date, demonstrate an effective and successful leadership role.
Organization	
Total Period	Total Duration: 20 Years
Your Role as Team Leader and Team Member	Team Leader

Publications:

- By Dr. Saiyid Khusro Iqbal; Education of Woman & Islam; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; February 2014; pp 20-32
- By Dr. Saiyid Khusro Iqbal; Right of Vote to Women; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; March 2014; pp 36-48
- By Dr. Saiyid Khusro Iqbal; Women & Financial Security; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; May 2014; pp 76-94
- By Dr. Saiyid Khusro Iqbal; Status of Women in Islam; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; June 2014; pp 119-135
- By Dr. Saiyid Khusro Iqbal; Women's Suffrage & Pakistan; Pakistan Law Journal (PLJ) Section; The Mega Publication of the PUNJAB BAR COUNCIL; June 2014; pp 188-208
- By Dr. Saiyid Khusro Iqbal; Women in Pakistan; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; August 2014; pp 197-208
- By Dr. Saiyid Khusro Iqbal; Women Social Rights; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; September 2014; pp 213-235
- By Dr. Saiyid Khusro Iqbal; Pakistan Judicial System ; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; February 2015; pp 14-35
- By Dr. Saiyid Khusro Iqbal; Gender Based Harassment ; Sindh Baluchistan Law Reports (SBLR), United Law Agency, Sindh High Court Compound; March 2015; pp 44-67
- By Dr. Saiyid Khusro Iqbal; the Highway to Heaven.... the Parentage; Sindh Baluchistan Law Reports, United Law Agency, Sindh High Court Compound; June 2015; pp 117-138

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- By Dr. Saiyid Khusro Iqbal; The Legality of Recognition of Parentage ; Sindh Baluchistan Law Reports, United Law Agency, Sindh High Court Compound; July 2015; pp 139-154
- By Dr. Saiyid Khusro Iqbal; Harassment of Women A National Concern; Pakistan Law Journal (PLJ) Section; The Mega Publication of PUNJAB BAR COUNCIL; May 2015; pp 226-241 & web post
- By Dr. Saiyid Khusro Iqbal; The Law on Parentage would be a Bliss; Pakistan Law Journal (PLJ) Section; The Mega Publication of the PUNJAB BAR COUNCIL; July 2015; pp 367-375 & web post

International Publications

- ✓ By Dr. Saiyid Khusro Iqbal; Solar Power Plan A Right Move To Long - Standing Energy Crisis; Pakistan & Gulf Economist (PAGE); June2014; pp 22-35
- ✓ By Dr. Saiyid Khusro Iqbal; Sufficient Qualified & Skilled Human Resources In Infrastructure Face Years of Neglect; Pakistan & Gulf Economist (PAGE); Sept12-25 2016, Vol: XXXV ; pp 23-25
- ✓ By Dr. Saiyid Khusro Iqbal; Topic approval awaited; American Journal of International Law; 2016; pp awaited
- ✓ By Dr. Saiyid Khusro Iqbal; Topic approval awaited; Berkeley Journal of International Law; 2016; pp awaited
- ✓ By Dr. Saiyid Khusro Iqbal; Topic approval awaited; European Journal of International Law; 2016; pp awaited

Academic Dissertations

- ✓ Comparative Study of Administration of Justice [LLM Thesis - Karachi University]
- ✓ Equal Opportunity – Gender (Human Resources) [Ph.D Thesis – Karachi University]

Allied Skills (Computer Skills and Other Abilities)

Sr.	Skills & Abilities	Proficiency Level	Last Used / Practiced
1.	Recruitment & Selection	Fluent	Current
2.	Training & Development	Fluent	Current
3.	Compensation & Benefits	Fluent	Current
4.	Industrial Relation	Fluent	Current
5.	Corporate Affairs	Fluent	Current
6.	Report Writing	Fluent	Current
7.	Policy Drafting	Fluent	Current
8.	Negotiation	Fluent	Current
9.	Communication	Fluent	Current
10.	Multitasking	Fluent	Current
11.	Organization	Fluent	Current
12.	Dealing with Grey	Fluent	Current
13.	Discrete and Ethical	Fluent	Current
14.	Dual Focus	Fluent	Current
15.	Conflict Management	Fluent	Current
16.	Problem Solving	Fluent	Current
17.	Decisive thinking	Fluent	Current
18.	Collaboration	Fluent	Current

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19.	Driven to deliver	Fluent	Current
20.	Credibility	Fluent	Current
21.	Employee Relation	Fluent	Current
22.	Counselling	Fluent	Current

Awards & Remarkable Achievements:

Sr.	Description of Activities	Year
	Reduced employee turnover by 7 % and significantly increased productivity by introducing a performance management system that recognized contribution, challenged staff to accept responsibility and empowered them to make decisions.	2018-19
	Increased employee productivity and the overall efficiency of the unit by introducing processes and procedures that eliminated duplication and reduced the time to complete month-end reports	2016-17
	Planned, launched and implemented a cultural change program aimed at turning round a struggling manufacturing site improving morale, plant efficiency and reliability	2014-15
	Designed and delivered bi-monthly leadership development workshops, leading to improved relationships, ownership of tasks and activities and better communication between and by the top 40 people in the workforce	2009-10
	Developed a management of attendance policy which has reduced absenteeism levels in the workplace by 2% year-on-year	2007-08

References:

Prof. Dr. Peter Bailey Dean / Director	Baqai Foundation & University	0347-2341126
Prof Dr. Ilyas Dhani Founding VC	Baqai Foundation & University	021-35802293
Mr. Shahid Aftab Head – Central Region	General Tyre & Rubber Company	03008478081

Professional Memberships:

<u>Relationship</u>	<u>Year</u>	<u>Organization</u>
✎ Practitioner Registration (Member)	2006	Bar Council – Sindh / Pakistan
✎ Practitioner Registration (Member)	1991	Medical Council – Pakistan
✎ Practitioner Registration (Member)	2007	Ministry of Health –East Africa
✎ Executive Member (Disaster Management)	1998	Red Cross – Australia
✎ Pilot Registration (Member)	2002	Civil Aviation - Pakistan

Languages:

1) English (Fluent)	2) French (Diffident)	3) Arabic (Diffident)	4) Sindhi (Fluent)
5) Punjabi (Fluent)	6) Urdu (Fluent)	7) Amharic (Hesitant)	8) Tigrinya (Hesitant)

Fit & Proper Criteria

I prima facie qualify the “Fit and Proper Criteria” specified by country regulations for the position applied for in any organization of Pakistan “[including (a) honesty, integrity and reputation; (b) competence and capability; (c) financial soundness]. To establish this claim I forward down under some of personal and professional achievements:

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I am a Pakistani citizen by birth and do not hold dual nationality to date. Alhamdulillah have never claimed bankruptcy or similar financial crashes by now. The other fit & proper criteria are established through following real events of my social and professional life.

I am successfully managing the human resource and related budgets of General Tyre which is the market leader and has about 3200 (plus) employees; 18 billion turnover; known famous brand around the globe; having countrywide branches and technical collaboration with a German company called the "Continental Tyre". I have solid knowledge in all management areas, including Labor relations; Performance Management, Training Management, Employee relations, Talent management, People Skills, Resolving Conflict, Employment Law, Pension and Government regulations.

My all jobs / roles with various international and local organizations entail following competencies and traits which are good match to the role applied for:

- Strict adherence to health and safety legislation and best practice
- Continuous improvement of operational performance and on-time performance
- Facilitate best-in-class customer service experience and product offerings
- Effective handling of Emergency & Accidents, Irregular Operations and other operational contingency plans including disruption handling
- Adhere to competition compliance in all related industry matters
- Liaise and engage with service providers, various operational groups, governmental authorities, regulatory bodies and Head Office
- Implement corporate strategy at all level

Being busy doesn't rattle me; I focus on each step with the bigger picture in mind, and take advantage of all available resources. But when there's no one around to guide me, or there aren't any written guidelines, I use my best judgment and do what I think makes the most sense to get the job done. Depending on the type of job, it's sometimes better to "act SMART" rather than "sit and wait."

I have learned to "go with the flow" Priorities change frequently, that's just the nature of any senior job, and I can quickly switch gears. If I get pulled from an assignment, I can easily pick up where I left off once the more pressing assignment has been dealt with. But if what I'm already working on is as equally pressing as the new assignment, I'll talk to the requestors and explain my dilemma. More often than not, one of the projects can wait for a little while. But I rarely have to do this because I can most often make those types of decisions on my own but within the preapproved parameters.

I am very good with people even those some might consider difficult or problematic. I identify and look for ways to build on their strengths and find ways to enhance other areas, which has resulted in motivating my staff to work as a team and do their best.

I am also very good on analyzing work flows and processes, and recommending any necessary changes after I've had a chance to get acclimated and understand how things are done and why.

My approximately twenty years plus experience in General Management; Human Resources, Labor Law & Customer Services, with various organizations, is under limited supervision and in accordance with all applicable federal and local laws and corporate governance. I have worked with company

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leadership(s) on implementation of succession planning, career management, performance management and recruitment; ensuring that the business units reward and recognize high performance, innovation and creativity; and ensuring implementation of key processes and capabilities to support business units learning and growth agenda.

I have experience in implementation of the strategy in support of short-term and long-term business goals, to facilitate specialist groups to ensure coordination of strategies and processes across the organization, to maintain the implementation of organizations and cultures that drive innovation and employee engagement and supports the implementation of structures and strategies to improve individual and organizational performance, to implement effective strategies to enable the organization to thrive through periods of change; to provide group and one-on-one coaching with managers and employees to support leadership development, business decision making, people and financial resources management, problem solving and company performance management.

Strategic vision for improving the performance and financial position of my prospective organization:

“Our organization should be the state’s premier developer of advanced human and capital potential, of the jobs that employ that potential and of the communities that sustain it.”

People who I come in contact usually describe me as a highly motivated professional with excellent leadership skills and a Performance-driven individual who can create immeasurable success on a team and turn complex problems into solutions. Based on my, to-date, professional achievements most of the time in my performance appraisal I am branded as an accomplished leader with a track record of success.

I am considered as a highly experienced, motivated and result inclined professional team oriented leader among my industry peers. I have successfully contributed in the strategic business partnering, organizational and employee development, talent management, internal communications across functional lines and implementation of human resources information systems. I got an opportunity to work in 3 continents, namely; **Asia; Africa and Australia**. I have broad but successful experience in both local and international good management practices. I widely traveled and have experience of working with diverse cultures. I naturally possess distinctive ability to lead and balance strategic Business initiatives with employee advocacy. I got opportunity to show demonstrated leadership and analytical skills with a strong sense of customer service and creative flair, at various levels, in manufacturing and service industries.

I have applied for this position being highly motivated to enter into the kind of environment where more novelty, challenges and appreciations are waiting to prove myself. I want to work with a company where problem solving is that much fascinating that I keep thinking and enjoy about them even after I leave work to meet my socio-personal life needs with a desire to resume my professional life back with all enthusiasm and dedication.

I am successfully managing the human resource and budgets of a company which has about 3200 (plus) employees; 18 billion turnover; famous brand around the globe; market leader; countrywide branches and collaboration with a German company called the “Continental Tyre”.

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Initially, my interest would be to build a successful team consisting of employees; senior management; board members; shareholders; provincial and federal governments and other business related stakeholders. Subsequently once the targets along with challenges are understood by the team and evaluated based on SWOT analysis I being the team leader would be more focused on keeping enough financial fuel in the corporate tank by enhancing company productivity. I will widely function as a team leader creating business opportunities and solving serious organizational problems. I will spend much of my time on (once the organization is headed in the right direction and performing effectively) envision where the organization needs to be five-ten years out and will work on planning how to get there. I will be closely working with outside world, industry, government and bureaucracy but without losing contact with my company's people and functionaries by cultivating work environment and the organization eagerness to improve, excel and happily evolve as I know that success and efficiency become then self-evident. This will not be a time-management issue rather it would be a matter of focusing on the major aspects of my job.

Being the team leader of a professional team I will make effective, efficient and optimal strategic decisions and will plan for the betterment of staff, shareholders and company mindfully of the fact that the applied position is the brain of the organization and he is supposed to be visionary. I will ensure that company is on strategic direction and the businesses are built not just by sitting down behind the desk but by creating a network of relationships within the ecosystem in which the company operates. In order to make such important decisions and plans, I will need a lot of time to think and analyze the business needs and available resources. I have to focus more on the opportunities available and the ways these opportunities to compete with the challenges and make possible to achieve business targets.

These goals, of course, do require a high investment, and I will be anxious to join with our business partners in an agenda that will provide a substantial return on that investment which will be better economy, more tax revenues, increased volunteerism, less crime, clean air and water, high-paying jobs and a quality of life second to none. And a public company that remains the envy of this nation!

Throughout my career and especially in my present role I have repeatedly demonstrated many competence based qualities which I will incorporate while working against the applied position such as; Multilevel organizational development and designing; Multitasking; Dealing with Grey; Communication and Negotiation; Discrete and Ethical; Dual Focus; Conflict Management and Problem Solving; Change Management; Skilled influencer; Decisive thinker; Curious and collaborative; Driven to deliver; Courage to accept challenge; Role model; Resourcing and talent planning; Service delivery and information; Employee engagement and relations; Performance and reward etc.

I with my team will effort to brand my business as "A winning culture combined with strong tangible rewards, which in combination with other attributes creates a unique identity". We as a team will do it by promoting this idea through various activities like business campaigns, trade fairs, employee relations, adhering deadlines, taking efficient business initiatives, offering quality product, adhering country law and good management practices etc.

To establish the above claim, please, note that in my current employment I already have deliberated unique identity message of my company by promoting the tag line "General Tyre — the Team Enjoying Loyalty & Success!" to employees, dealers and retailers to convey the excitement of working for this huge company; this crafted to attract certain kinds of talent, temperament, and values in stakeholders.

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I also developed the slogan through our corporate web site saying that “our workplace experience is a combination of “Powerful Brand, Passion for Growth, Culture of Shared Principles, Commitment to Results, Ability to Make an Impact and Quality People.”

This identity created a powerful impression of employers in the eyes of our present and potential workforce including dealers who proudly say that “We like to work for General Tyre” means something different from “I like to work for Bridgestone Corporation,” or “I work for Michelin Tyre Group” or “I work for the Honda Motors” etc; nevertheless, the employer brands of these organizations also reflect their positioning which is certainly unique and distinctive.

I and my team will be representing my employer’s brand and reputation in public, through both oral and written communications. Most of the time, I will become the face of organization, interacting with employees, clients, the media and other stake holders which I will successfully manage as I am significantly experienced and highly successful in:

- Performance Management; Organization Development; Capacity Building
- Influencing and informing government, authorities and clients.
- Managing the media by coordinating the response to issues; communications; monitoring coverage etc
- Managing ad-hoc press enquiries
- Promoting organization’s business activities

To conclude I will work on organizational modelling which will include mandates addressing, goals, organizational role clarification, processes, key metrics, and high-level job descriptions to clarify the purposes of their continuation and streamline the delivery of their respective sets of services. In short, I and my team including all stake holders will move our organization where it needs to go. And when we’re done, or rather when we stop to catch our breath five or 10 years from now, I will intend to have closed the gap between our per capita income through modernization, research and commitment.

Some people might call this a “high aspiration” plan for our future but I am sure if seriously considered for the position applied for then it will be found inspiring as well. I intend to work with all my team to develop this growth agenda in a way that can be embraced by our employees, company leadership, the board members, shareholders, and fellow citizens (CSR).

I am sure that if I am given an opportunity then this vision and direction all will share and will support. If we’re successful in getting buy-in for it all stake holders will recognize our business and efforts as the best investment for future. We, as a team, will understand the importance to keep this pledge as it is necessary to prepare and produce more business growth and drive more cutting-edge research that will better serve people and communities around us and indeed, the world.

The philosopher Alfred North Whitehead wrote “*The task of any business to be creation of the future, as far as rational thought and civilized modes of appreciation can affect the issues.*” Let’s use this vision growing and get on with this task.